

COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY
MEETING MINUTES – JUNE 20, 2013

Present: Manuela Martins-Green (Chair), Emily Roxworthy (Vice Chair), Colleen Clancy (UCD Alternate), David Lopez-Carr (UCSC), Rudy Ortiz (UCM), Sandra Smith (UCB), Grace Tonner (UCI), Janice Tsoh (UCSF Alternate), Lewis Watts (UCSC Alternate), Student Representative Michael Navarro (UCSD); Robert Powell (Council Chair, Ex Officio), William Jacob (Council Vice Chair, Ex Officio); Fredye Harms (Committee Analyst). Consultants Jesse Bernal, Susan Carlson, and Martha Winnacker. Guest: Executive Director of Academic Personnel Nancy Tanaka.

I. Chair's Announcements/Updates – Chair Manuela Martins-Green

Chair Martins-Green called the attention of the committee to a letter that she had included with the agenda mailing from Senate Chair Robert Powell about the Salary Equity Plans.

The Chair then discussed Item E1 that Provost Dorr presented to at the last Regents' meeting. With prompting from the governor, the Regents of late have been focused on increasing the teaching load for professors. Provost Dorr eloquently stated the case for not increasing faculty workload, explaining how educational outcomes at UC have stayed on target despite the tremendous budget cuts of the past several years. The governor was very pleased with her argument, and has dropped the topic.

II. Consent Calendar – Chair Martins-Green

- A. Approval of the Draft Minutes from the April 13, 2013 Meeting
- B. Approval of the Agenda

ACTION: Members approved the Minutes and the Agenda.

III. White Paper: Implementing APM 210.1.d – Chair Manuela Martins-Green

Chair Martins-Green explained to the committee that UCAP has said it does not want to be involved in the development or submission of a white paper to bolster APM.210.1d. UCAP feels that the new policy language is sufficient and does not need further clarification. Vice Chair Emily Roxworthy stated that she would like to approach UCAP again next year, when she is UCAAD chair, and see if they might change their mind. The committee discussed points of concern and consequence in the policy language. It was determined that Vice Chair Roxworthy will approach UCAP in the fall with the intent of convincing them to co-author a white paper on the topic.

IV. Endorsement: Climate and Diversity Group Recommendations – Chair Manuela Martins-Green

With consultation from Executive Director Martha Winnacker, the committee discussed the significance of the Climate and Diversity Group recommendations and to what degree – and through what method – to endorse them to the Academic Senate. The Executive Director suggested that the committee provide the Council with research data validating the value of cluster hiring, in order to make a stronger argument for that case. UCAAD agreed to find some references and include them with the endorsement.

ACTION: The committee voted and unanimously agreed to officially endorse a group of specific recommendations made by the Climate and Diversity Work Group and forward the endorsement to the Council after the inclusion of needed references.

V. Announcements from the President's Office – Susan Carlson, Vice Provost

The Vice Provost announced the upcoming ADVANCE PAID workshop to the committee. The workshop will be held on October 25 at UC San Diego, and will convene UC faculty and administrators who play key roles in recruitment and retention of STEM (science, technology, engineering, and mathematics) faculty. This is

the fourth of five scheduled roundtables, and it will focus on the importance of ensuring that contributions to diversity are included in hiring. Ms. Carlson emphasized that the roundtable organizers are anxious to have strong participation from faculty and academic administrators. She encouraged the committee members to extend an invitation to attend anyone they thought should attend.

The Vice Provost then discussed the Faculty Diversity Workgroup recommendations. She reminded the committee that the progress of the Diversity Workgroup recommendations in the President's Council has been quite slow. That said, she reported that the Council has held productive conversations. While there is commitment to the continuation of these discussions and the implementation of change, the Vice Provost stated that the incoming president will have the ultimate say in determining further progress.

The committee discussed the recommendations, their purpose, and their implementation on the campuses at length. The Vice Provost stated that the adoption of UC Recruit by most of the campuses will help the University gather important data related to the diversity of job applicants, the offers made to them, and the composition of those who and of those who accept and decline positions at UC.

VI. Consultation with Academic Senate Leadership – William Jacob, Academic Council Vice Chair

Academic Senate Vice Chair William Jacob announced that the University will be permitted to restructure its debt service, resulting in approximately \$80M a year in recovered costs for the next several decades.

The Vice Chair informed the committee that the SIRs statements have been received by the campuses. About half of the students granted admission returned an SIR, which is fairly typical; however, 1300 more students submitted SIRs than last year. It is expected that some of those students will not register, and the final number will be somewhat smaller.

The only campus still receiving admission referrals from other UC campuses is Merced, and that pool of students is significantly more diverse than the pool of students at other campuses. This disparity will very likely be featured in the BOARS agenda next year. He said that the issue will be politically sensitive in the near future and should be watched closely by UCAAD.

Vice Chair Jacobs announced that serious changes to UC's health plan will be occurring at this year's open enrollment period. He advised members to inform colleagues to check their options closely in November.

VII. Creation of Regents' Fellowship – Graduate Studies Director Pamela Jennings

Graduate Studies Director Pamela Jennings discussed possible frameworks for the creation of a new Regents' Graduate Student Fellowship to increase diversity. The concept of a Regents' Fellowship was first voiced by Regent Fred Ruiz at the April 20 UCAAD meeting.

Ms. Jennings gave the committee an overview of programs currently underway within the University that are intended to increase the diversity of the student and staff pipeline while remaining in compliance with Proposition 209. She suggested that a similar approach could be undertaken with a focus on Hispanic-serving institutions (HSIs). UC has a relatively new program that links with historically black colleges and universities (HBCUs) that could perhaps serve as a model in some respects. While it is quite small, the program has been successful since its launching in 2011. Ms. Jennings stressed that funding for such a project is not readily available, and that having Regent Ruiz as an advocate would be extremely helpful. She suggested that some current pipeline programs could also possibly be leveraged to give the the fellowship a stronger foothold. Chair Martins-Green stressed that the Regents had expressed frustration with the current lack of diversity, and that it is critical that UCAAD moves forward with the fellowship. The committee discussed the concept, with Ms. Jennings stressing the importance of building a strong relationship with

partner institutions for the program to succeed. Such a relationship helps capture talent where it is; the programs need both funding and participants.

Chair Martins-Green and Ms. Jennings agreed to work over the summer on a framework for a Regents' fellowship that could be discussed between UCAAD and CCGA in the next academic year. The committee agreed that the fellowship would have to be structured so as not to violate Proposition 209. Chair Martins-Green said that she would add a comment about the committee's discussions in her letter to Regent Ruiz.

VIII. Mentorship Paper – Chair Manuela Martins-Green

Chair Martins-Green recapped the discussion from the previous meeting about the concept of a mentoring mosaic which provides faculty with a cluster of individuals from whom to seek advice in different aspects of their career development and personal success. The marked difference in the rate at which women and minorities gain full professorship compared to their white male counterparts could perhaps be redressed through a formal mentoring process. Mentoring after tenure could also be beneficial, particularly for female and URM faculty. The committee discussed the development of a formal program that could be adopted by the campuses. Broader connections, such as online forums and partnerships with other universities, would give faculty access to as many resources as possible.

The Chair expressed an interest in enlisting the help of Sheila O'Rourke, who made a presentation regarding the mentorship mosaic at the January meeting. The goal would be to take the ideas compiled by UCAAD and develop it into a template that the campuses – or even departments within a campus – could implement according to their needs and abilities. The committee would then submit a significant document to the Academic Council for endorsement and subsequent distribution to the division chairs and to the campus provosts. It was agreed that the case for such a program would have to be thoroughly researched and presented as part of the proposal. Some discussion also debated the relative value of a formal mentoring program versus an informal network.

ACTION: *With the endorsement of the committee, Chair Martins-Green agreed to work with Ms. O'Rourke to produce a mentoring white paper for the 2013-14 year.*

IX. Announcements from the President's Office – Diversity Coordinator Jesse Bernal

Diversity Coordinator Jesse Bernal commented that he has only had some very basic information from the Campus Climate Survey at this time. He remarked that he had expected to have more data by now, but the Steering Committee decided to delay its release until October. The consultant is doing analysis across UC, and steering committees from each location will be receiving drafts over the summer. The systemwide reports, with data from all 13 locations, will be released simultaneously. None of the analysis is being done by UC staff; the consultant is expected to present full findings to the Regents in December.

Of the 450,000 people invited to take the study, approximately 33 percent responded systemwide. The lowest rate of response was from the undergraduate population, and University staff had the highest response rate. Mr. Bernal stated that the preliminary results of the survey are causing some anxiety within OP. Sixty-seven percent of the respondents from OP reported that they had considered leaving in the last year; in some units, the number is as high as 80 percent. Overall, response rates varied between campuses, in part because the surveys were not distributed for a uniform period on every campus; some campuses had it available longer than others. President Yudof has been adamant that the Chancellors will be asked to identify up to three actionable goals per year based on the consultant's findings; in five years, each campus will have worked on three to 15 identified tasks. At that point, the survey may be re-administered on a smaller, sample scale. Mr. Bernal also reported that the work of the President's Advisory Council on Campus Climate has been suspended pending the arrival of the new president. In the interim, Provost Dorr will serve as the point person for the Advisory Council and the survey.

Mr. Bernal stated that the PDST Task Force is continuing to encourage examination of diversity data and trends when proposing fee increases. The Task Force has been meeting for 18 months and is close to sending out a document, which includes a large section on practices and protocols. It firmly states that programs not making progress (or making a goodwill effort) will not receive revenue. He stated that between all six of UC's business school programs only three African American students were enrolled, a statistic that alarmed the Provost. The programs claim that the low URM enrollment in UC is due to the more generous financial aid packages offered by private universities. The University is now working to increase the pipeline to these programs.

Mr. Bernal informed the committee that they would be receiving a memo from the systemwide LGBTQ Task Force. The legislature has asked UC to collect data related to sexual orientation, gender identification, etc., for students, faculty, and staff. BOARS has said that data should not be collected from undergraduate students. Currently only two public universities in the country collect this information. In a similar vein, the President recently approved the expansion of undergraduate race and ethnicity categories at the request of Climate Council's questions to students. The Provost asked for analysis, which will likely include consultation with students, faculty, and staff. Currently, the undergraduate application does not have an "other" category; suggestions for additions or changes to the current list will also be considered. The changes will take place in the fall.

X. Consultation with Academic Senate Leadership – Robert Powell, Academic Council Chair

Academic Senate Chair Robert Powell noted that his time as chair was coming to a close. He emphatically thanked Chair Martins-Green and all of the members of UCAAD for their service to the University.

Chair Powell updated the committee on the University's progress to develop an online education program in response to the governor's \$10M initiative. The University has held three systemwide meetings and one webinar to discuss the program's structure, with the goal of having an RFP together by July 1.

The committee discussed areas of concern and the logistics involved in undertaking such large project. Chair Powell acknowledged them and said that the online group would be working carefully to adhere to the specifics required by the governor while ensuring UC quality.

Chair Powell said that the state budget is looking good for UC. However, if the University is not given more funding from the state or through additional tuition in 2014-15, it will not have enough money to fund its mandatory pay increases. The hope is that the governor will be more lenient in his treatment of UC after he wins reelection.

Chair Powell informed the committee of a recent discovery regarding the campus TRIP and STIP accounts. These funds, close to \$14B, have not been touched by the campuses despite the desperate financial crisis of the past several years. In fact, five of the ten campuses did not even make use of the proceeds earned on the accounts. The Senate advocates a payment from the accounts into UCRP to help offset needed increases to that fund. The campuses, however, balk at this suggestion. President Yudof has authority from the Regents to make the decision without campus approval; he is talking with the chancellors.

Another topic of great debate is a potential total remuneration study for the University. Two such studies have been conducted in the past ten years; one was significantly flawed and the other was done before the University started contributing to UCRP. OP has finally agreed to the study, but the chancellors are not supportive. The proposed study would be fully transparent and would show where UC stands in comparison to peer institutions based on statistical data. Such a study is crucial to the ability of the University to make an argument to the legislature for appropriate funding. Chair Martins-Green encouraged committee members to talk to their EVCs and vice provosts about the situation.

Academic Senate Chair Powell told the committee that the search for a new president is on track and progressing well. President Yudof has been very active in the finalization of candidates, and Chair Powell expressed great confidence in his research and due diligence.

The meeting adjourned at 3:35 P.M.

Attest: Manuela Martins-Green, UCAAD Chair
Prepared by Fredye Harms, Committee Analyst